

7th World Water Forum: Thematic Process Issue Sessions – Reporting Template

| Thematic Session 4.5.2 Reporting (v.20 April 2015) | |
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| Session Title | 4.5.2 Financing water professional training to develop competencies: A fruitful economic strategy for water utilities |
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| 1. The goal is to increase our success in implementing and scaling solutions for this issue. What are considered to be the most critical enabling conditions to achieve this success? (See examples in Annex 1) | <ul style="list-style-type: none"> • The most critical enabling condition is a comprehensive diagnosis of professional training in the water and sanitation utilities. This session has provided some valuable insights in this perspective. Here is the assessment of the situation: <ul style="list-style-type: none"> ○ Staff cost of Water and Wastewater utilities is very high ○ Many operational problems come from lack of competencies at all levels : managers, technicians and also the large number of workers in the field ○ Human capital is an asset, which has to be developed and maintained ○ Funds assigned for training by governments, water utilities and funding institutions are insufficient ○ Often donors finance only short term training programmes which do not enable long term capacity building of utilities staff • Other enabling conditions include: <ul style="list-style-type: none"> ○ Assessed performance of water and sanitation utilities, ○ Assessed benefits of training for professionals of water and sanitation utilities, |
| 2. What are some key global action ideas from your discussion that can help make the efforts to implement and scale solutions for this issue more successful? | <ul style="list-style-type: none"> • Promote (through standards, certifications, requirements of tenders and call for proposals) sustainable self-financing strategy for staff training of water and sanitation utilities, • Promote (through standards, certifications, requirements of tenders and call for proposals) the dissemination and use of existing performance indicators for water and sanitation utilities and their staff (e.g. Aquafed indicators), ultimately in order to assess the benefits of professional training, • Promote (through standards, certifications, requirements of tenders and call for proposals, lobbying) the inclusion of staff training in water operators budgets at a minimum of 2% of the total wage bill, • Encourage international donors to dedicate 5% of their water and wastewater investments to training, • Support existing networks dedicated to training of water professionals (International Network of Water Training Centers, Cap-Net, etc.), and promote the development of regional components, |
| 3. What are some key | <ul style="list-style-type: none"> • Develop national and regional strategy to provide a |

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| <p><u>local</u> action ideas from your discussion that can help make the efforts to implement and scale solutions for this issue more successful?</p> | <p>comprehensive set of training options for water and sanitation utilities: on the job training, master for top executives, specialized training centers (with technical platforms dedicated to technicians and workers), mechanisms peer to peer, mentoring, e-learning, etc.</p> <ul style="list-style-type: none"> • Harmonize at national level (and regional level when relevant) definition of competencies for each position in water and sanitation utilities, • Promote integration of water and sanitation utilities in existing networks dedicated to training of water professionals (International Network of Water Training Centers, Cap-Net, etc.), |
| <p>4. Based upon the outputs from this session, how could the <u>Implementation Roadmap</u> be further strengthened?</p> | <p>The implementation roadmap could be further strengthened with inclusion of the action ideas mentioned above and a greater focus on:</p> <ul style="list-style-type: none"> • The need to remind that Human capital is an asset, which has to be developed and maintained, |